



SUSPENSION OF CERTAIN SOCIAL SECURITY MECHANISMS

[The Grand-Ducal Regulation of 3 April 2020](#) derogating from the provisions of Articles 11, paragraph 2, 12, paragraph 3, 14, paragraph 2 and 428, paragraph 4 of the Social Security Code and L.121-6, paragraph 3 of the Labour Code derogates from three legal provisions:

- The mechanism for calculating the 78 weeks of incapacity for work due to illness is suspended from 18 March 2020 until end of the health crisis;
- The normal mechanism of burden-sharing for sickness benefit is derogated from;
 - the CNS will pay the sickness cash benefit to the employees between 1st April 2020 and the end of the calendar month in which the state of crisis ends
- The calculation of default interest for late payment of social security contributions is suspended for the duration of the state of crisis.

I. Payroll

If you have sick employees during the crisis, please send us an Excel file with:

- Id of employees/name of employees, period and hours of sickness.
- Based on this information, we will calculate/adjust the salaries for April and possibly subsequent months.
- The sickness indemnity will be paid directly by the CNS.

Useful links: <http://legilux.public.lu/eli/etat/leg/rgd/2020/04/03/a238/jo>

We remain at your disposal for any questions.

YOUR BDO PAYROLL TEAM



Sandra Claro
Partner
+352 45 123 284
sandra.claro@bdo.lu



Patrick Friden
Senior Manager
+352 45 123 347
patrick.friden@bdo.lu



Patrick Joseph
Manager
+352 45 123 289
patrick.joseph@bdo.lu

This publication has been carefully prepared, but it has been written in general terms and should be seen as broad guidance only. The publication cannot be relied upon to cover specific situations and you should not act, or refrain from acting, upon the information contained herein without obtaining specific professional advice. Please contact the appropriate BDO Member Firm to discuss these matters in the context of your particular circumstances. Neither the BDO network, nor the BDO Member Firms or their partners, employees or agents accept or assume any liability or duty of care for any loss arising from any action taken or not taken by anyone in reliance on the information in this publication or for any decision based on it. BDO is an international network of public accounting firms, the BDO Member Firms, which perform professional services under the name of BDO. Each BDO Member Firm is a member of BDO International Limited, a UK company limited by guarantee that is the governing entity of the international BDO network. Service provision within the BDO network is coordinated by Brussels Worldwide Services BVBA, a limited liability company incorporated in Belgium with its statutory seat in Brussels. Each of BDO International Limited, Brussels Worldwide Services BVBA and the member firms of the BDO network is a separate legal entity and has no liability for another such entity's acts or omissions. Nothing in the arrangements or rules of the BDO network shall constitute or imply an agency relationship or a partnership between BDO International Limited, Brussels Worldwide Services BVBA and/or the member firms of the BDO network.

BDO is the brand name for the BDO network and for each of the BDO Member Firms.

© 2020 BDO Tax & Accounting